

Army Standard Supervisory Performance Objective

“Execute the full range of human resources (including performance management as outlined in DoD 1400.25-M, SC1940.5.7.4.) and fiscal responsibilities within established timelines and in accordance with applicable regulations. Adhere to merit principles. Develop a vision for the work unit; align performance expectations with organizational goals. Maintain a safe work environment and promptly address allegations of noncompliance. Ensure EEO/EO principles are adhered to throughout the organization. Ensure continuing application of, and compliance with, applicable laws, regulations and policies governing prohibited personnel practices; promptly address allegations of prohibited discrimination, harassment, and retaliation.”

Notes on the objective:

1. The Army Standard Supervisory Performance Objective above shall serve as the basic supervisory objective. Army organizations may add unique requirements as appropriate. Army organizations may establish policies for adding requirements to the standard Army supervisory objective. More than one supervisory objective can be used to rate employees who are assigned to a supervisory position.

2. To meet the EEO portion of this objective, supervisors must comply with those applicable provisions of the DoD Civilian Equal Employment Opportunity Program, DoDD 1440.1, and the Equal Employment Opportunity Commission's Management Directive 715. Communicate EEO policies and ensure adherence throughout the work unit. Seek early dispute resolution through Alternate Dispute Resolution techniques, promptly address accommodation requests, and ensure that EEO-related training requirements are met.

3. DoD 1400.25-M, SC1940.5.7.4, referenced in the objective, includes all of the following NSPS responsibilities:

“SC1940.5.7.4. A mandatory job objective will hold supervisors accountable for carrying out the responsibilities outlined in the implementing issuances and subsequent Component policy and guidance, including but not limited to:

SC 1940.5.7.4.1. Clearly communicating performance expectations and holding employees responsible for accomplishing them;

SC 1940.5.7.4.2. Making meaningful distinctions among employees based on performance and contribution;

SC 1940.5.7.4.3. Fostering and rewarding excellent performance;

SC 1940.5.7.4.4. Addressing poor performance;

SC 1940.5.7.4.5. Assuring that employees are assigned a rating of record when required by implementing issuances;

SC 1940.5.7.4.6. Adhering to laws and regulations concerning merit system principles and prohibited personnel practices; and

SC 1940.5.7.4.7. Ensures continuing application of, and compliance with, EEO laws, regulations and policy.”